

# EXHIBIT 14

UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF MARYLAND  
BALTIMORE DIVISION

EQUAL EMPLOYMENT OPPORTUNITY	)	
COMMISSION,	)	
	)	
Plaintiff,	)	
	)	Civil Action No. 1:16-cv-03180-ELH
v.	)	
	)	
MANUFACTURERS AND TRADERS TRUST	)	
COMPANY d/b/a M&T BANK,	)	
	)	
	)	
Defendant.	)	
<hr/>		

**DECLARATION OF KANDEE SMITH**

I, Kandee Smith, do depose and state as follows:

1. I am an adult over the age of 18 years, and make the following statements based upon my personal knowledge.
2. I was employed by Defendant, Manufacturers and Traders Trust Company d/b/a M&T Bank, ("M&T Bank"), from April 2003 until my termination in July 2016. Prior to M&T, I worked for Allfirst Bank from April 1986 to April 2003, at which time it was acquired by M&T Bank. At the time of the acquisition, my job title was Teller Manager, the same title I held at the time of my termination.
3. In or around April 2003, I began managing M&T Bank's regional floating staff, which was comprised of tellers and relationship bankers. I was responsible for assigning them to retail bank branches to provide staff support and/or coverage when needed. I personally provided coverage for branches without branch managers, including branches with managers on

extended leaves of absence. When filling in for branch managers, I performed monthly audits, opened checking and business deposit accounts, sold certificates of deposits, and assisted with performance management issues. I also helped close branches.

4. In or around 2012, M&T Bank assigned me to help manage the Edmonson Village branch for several months after the previous branch manager, Duane Carr, left.

5. In or around early 2013, M&T Bank again assigned me to help manage the Edmonson Village branch for several months while the branch manager, Candace McCollin, was on leave. I remained there until Laveda Sears, McCollin's replacement, was hired in or around May 2013.

I declare the foregoing is true under penalty of perjury.

Executed on

4/23/18

Date

Kandee Smith

Kandee Smith